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Relational work in motion: navigating romantic relationships as digital nomads

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ABSTRACT

Digital nomads (DNs) employ digital tools to work remotely while travelling, allowing them to explore various locations without having the constraints of a single workplace. This research focusses on the perceived challenges of DNs in forming and maintaining romantic relationships. Through participant observation, 20 in-depth interviews with DNs, and an analysis of the r/digitalnomad subreddit, this study explores: (1) how DNs explain their experience with romantic relationships in relation to their lifestyle; (2) how they deal with the difficulties of forming and maintaining romantic relationships. Guided by relational work and inter-role conflict theories, we identify four conflict types of within DNs' romantic relationships: attitude-based, location-based, time-based, and money-based. To address these conflicts, our interviewees used resource conservation, segmentation, and compensation mechanisms. The paper also discusses DNs' strategies for finding new romantic partners, such as attending DN events organized via social media groups to connect with fellow DNs, as many believed that finding a partner who was also a DN would be ideal to keep their lifestyle and not to have to reduce their mobility patterns. Moreover, DNs engaged with locals through meetups and dating apps. In existing romantic relationships, technology played an important role by enabling connectedness between partners that might be in different locations. Higher levels of communication were also key to maintaining romantic relationships and negotiating boundaries. Our findings highlight the prioritization of the lifestyle over romantic commitments, while identifying the significant role of boundary negotiations in sustaining intimate relationships.

Introduction

Digital nomads (DNs) employ digital tools to work remotely while travelling, allowing them to explore various locations without having the constraints of a single workplace

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(Gupta et al., 2024). The DN lifestyle has gained traction and the number of DNs could reach 1 billion by 2035 as internet connectivity and the normalization of remote work practices continue to extend to more locations (Knobel, 2022). The appeal of this lifestyle lies in the combination of work and leisure (Miguel et al., 2023, 2025a), enabling individuals to experience diverse cultures, as well as enhancing their quality of life by living in locations with lower cost-of-living than the higher-cost countries where their incomes come from, the so-called *geoarbitrage* (Thompson et al., 2024). Moreover, DNs place a high value on the freedom and flexibility their lifestyle affords (Miguel et al., 2025a; Reichenberger, 2018), with recent studies highlighting entrepreneurial freedom and continuous travel as particularly central motives (Tiberius et al., 2024; Xiao & Lutz, 2025).

Despite its benefits, research has shown several challenges of digital nomadism. Although DNs often seek community among like-minded individuals, for example by using social media to connect with other DNs and locals (Miguel et al., 2025b; Zikic et al., 2025), the fleeting nature of their lifestyle can impede the development of deep and more meaningful romantic relationships. While DNs are predominantly single, there are also DNs who travel with partners or families (Reichenberger, 2018). Nevertheless, the trend of minimal attachments remains prevalent among DNs (Wang et al., 2018). Understanding how romantic relationships are formed and maintained is particularly relevant in the context of DNs, since constant travel and lack of a fixed community can make it difficult to form lasting bonds, including romantic ones (Miguel et al., 2023, 2025b).

This paper explores how DNs navigate their romantic relationships, identifying their struggles and conflict resolution mechanisms to balance their nomadic lifestyle with the creation and maintenance of intimate bonds. To achieve this aim, the following research questions guide this study: (1) How do digital nomads explain their experience with romantic relationships in relation to their lifestyle? and (2) How do DNs deal with difficulties of forming and maintaining romantic relationships? We employed a mixed methods approach (Bergin, 2018) to answer these questions, including both ethnographic methods (participant observation and interviews) and computational content analysis from the *r/digitalnomad* subreddit. Considering DNs' 'quest for holistic freedom in work and leisure' (Reichenberger, 2018, p. 364) and the challenges they face attempting to establish/maintain romantic relationships (Thompson, 2019), the paper describes the tensions between the DN lifestyle and the formation and maintenance of romantic relationships.

We rely on the concept of relational work (Zelizer, 2005) to investigate the efforts required, practices and interpersonal negotiations that go into establishing and maintaining romantic relationships among DNs. Guided by inter-role conflict theories (Greenhaus & Beutell, 1985), we identify four conflict types within DNs' romantic relationships: attitude-based, location-based, time-based, and money-based. The article addresses the conflict through the theories of personal resource scarcity (Greenhaus & Powell, 2003) and the conservation of resources theory (Hobfoll, 1989). Moreover, the narrative is bounded by three mechanisms people employ to navigate the conflict: the resource drain/conservation, compensation, and segmentation mechanism (Edwards & Rothbard, 2000; Sirgy & Lee, 2018). This research contributes to our understanding of romantic relationships in the digital age, particularly within the unique context of digital nomadism.

Theoretical foundations

Relational work

Sociologist Viviana Zelizer developed the concept of relational work in *The Purchase of Intimacy* (Zelizer, 2005), where she studies how intimacy and economic aspects relate to each other. In a later article (Zelizer, 2012), she elaborated on the meaning of relational work. Relational work describes the management of social relationships and the creation of viable matches. The concept shows how intimacy and the economic sphere are not strictly separated, and neither one dominates the other. Instead, the two are closely and seamlessly intertwined in the sense of 'connected lives'. Zelizer's understanding of relational work is rooted in a contextual and processual perspective to economic sociology that acknowledges the importance of relational practices and foregrounds aspects such as boundary management, symbolic meanings, and exchange media for transactions. Relational work means that:

> people create connected lives by differentiating their multiple social ties from each other, marking boundaries between those different ties by means of everyday practices, sustaining those ties through joint activities (including economic activities), but constantly negotiating the exact content of important social ties. (Zelizer, 2005, p. 32)

Relational work has been taken up widely and across disciplines such as sociology (Lindsay et al., 2024), communication (Bonifacio et al., 2023), and work and organization studies (Alacovska et al., 2024). Bandelj (2020) provides a comprehensive review of the relational work approach, clarifying that 'relational work is not just sociality' (p. 3) but is more specific by highlighting the importance of economic considerations, including the nature of transactions (e.g., monetary market exchange vs. non-monetary familial exchange), the exchange media (e.g., gifts, favours, payments) and the meanings and expectations attached to the relations. Relational work is a fruitful approach because it overcomes rationalistic and socially decontextualized understandings of intimacy, showing the importance of intent, affect, power and concrete behavioural practices (e.g., negotiations, rituals) in relationships (Bandelj, 2012). Rather than a focus on (bounded) rationality and strategic decision-making, the relational work looks at practices such as commitment, improvisation and muddling through (Bandelj, 2020). It is particularly suited for settings with high uncertainty, where interactions tend to be in flux and not fully standardized. While a rich research programme on relational work exists, there are blind spots and avenues for future research, including the determinants (e.g., social categories such as gender, age, social class and religion; relational work skills; temporal and situational aspects; role of brokers; cultural context) and consequences of relational work (e.g., trust, in/equality, matches and mismatches, see Bandelj, 2020). In addition, the role of infrastructure and technology in relational work is underexplored.

The relational work approach has also been used to study intimate and romantic relationships among groups that show parallels with DNs (e.g., greatly valuing freedom and flexibility). For example, Musgrave's (2023) study on musicians identified frequent tensions in the form of unaligned expectations, dependencies and guilt, specifically when male musicians relied financially on their female partner. Due to the time and travel commitments of their musical career, the musicians' relationships with their partner often took second place, leading to guilt and tensions. Wang (2024) investigated relational work among female lesbian entrepreneurs in Taiwan. Unlike the musicians in

Musgrave (2023), the couples interviewed prioritized their love and relationship over their career, where maximizing time together was paramount.

To our knowledge (and as of April 2025), no published study has applied relational work to DNs. However, the approach should prove fruitful given that the DNs' fluid and spatially and temporally non-standardized lifestyle affects their romantic relationships. Zelizer's (2005) aspects of relationship category (e.g., casual relationship vs. serious partnership), erecting boundaries (e.g., DNs having regular video calls and meeting up often but also allowing each other location independence), establishing relational practices (e.g., defining communication frequency and technologies), and designating economic transactions (e.g., whether splitting living costs evenly, proportionately, or keeping their expenses separate), are all relevant for DNs and more complex than for other groups.

Inter-role conflict theories

DNs' inter-role conflict stands for an incompatibility between their lifestyle demands and responsibilities of romantic relationships. This perspective draws on (a) the theory of personal resource scarcity stating that one's time and energy/attention are limited (Greenhaus & Powell, 2003) and (b) the conservation of resources theory stating that 'people strive to retain, protect, and build resources and that what is threatening to them is the potential or actual loss of these valued resources' (Hobfoll, 1989, p. 513). Accordingly, major forms of the conflict are time-, strain-, and behaviour-based (Greenhaus & Beutell, 1985). People use three mechanisms to navigate the conflict: the resource drain/conservation, compensation, and segmentation mechanism (Edwards & Rothbard, 2000; Sirgy & Lee, 2018).

The resource conservation mechanism implies removing limited personal resources away from the life domains that drain them (Edwards & Rothbard, 2000). Rooted in the conservation of resources theory, Grawitch et al. (2010) proposed the personal resource allocation framework to explain the process of resource management. Personal resource allocation consists of 'personal resources' (money, time, energy/attention), 'demands' ('preferred' life demands which people aim to maximize vs. 'required' life demands which people aim to minimize), 'resource allocation strategies', and 'individual outcomes' (future resources, wellbeing, performance). In the case of a DN who, for having a successful romantic relationship, was asked to substantially reduce long-distance travels (Thompson, 2019), the outcome first depends on whether the asking falls under their 'preferred' or 'required' life demands. If it was a 'required' demand, the outcome would depend on (a) the type of available resources (i.e., what is left after meeting the prioritized preferred' demands), (b) whether they feel in control of the resource allocation, and (c) how satisfied they are with their resource management (Grawitch et al., 2010).

The compensation mechanism is less used than the resource conservation/drain mechanism. According to Edwards and Rothbard (2000, pp. 181–182), the two are substantially 'analogous' but the former represents a more 'active response to dissatisfaction in one domain'. Thus, the compensation mechanism refers to reducing dissatisfaction in one domain by actively seeking increased satisfaction in another (Edwards & Rothbard, 2000). It manifests in two major forms (Sirgy & Lee, 2018). First, among DNs, one might reduce their dissatisfaction with romantic relationships

by seeking increased satisfaction in the domains where the expected rewards are higher, for example in adventurous travel and flexible work. Second, 'cognitive manipulation of perceived importance of life domains' indicates that DNs decrease the relative importance of engaging in romantic relationships and increase the value of activities more accessible and rewarding to them, i.e., those that offer a better prospect for accumulating future resources, subjective wellbeing, and/or performance (Edwards & Rothbard, 2000; Sirgy & Lee, 2018, pp. 247–248). The buffering role of compensation mechanism can be realized in a less active way too (Wiese et al., 2010). Cross-domain compensation refers to putting unsatisfying things into a broader perspective and shifting attention to more satisfying domains. Similarly, Dishon-Berkovits (2019, pp. 5201–5202) understands cross-domain compensation as a 'cognitive emotional strategy' that enables people to respond to 'negative episodes in one domain by focusing on the positive occurrences in the other domain'.

Lastly, the segmentation mechanism actively separates life domains (Edwards & Rothbard, 2000). Drawing also on boundary theories (Nippert-Eng, 1996), if daily relational sacrifices and on-the-road hassles are too resource consuming for relationship satisfaction and closeness (see Totenhagen et al., 2013), deliberately setting boundaries between work and nonwork could decrease DNs' inter-role conflict (Krannitz et al., 2015). Sirgy and Lee (2023, p. 104) identified four common 'segmentation interventions'. 'Physical' segmentation includes spatial separation of the partners. Using the example of a DN couple in Thompson's study (2019, p. 84): 'We have a location-independent partnership. He is based somewhere else now and this lifestyle seems to work for us'. 'Temporal' segmentation is realized through time control i.e., allotting specific/non-overlapping (daily) time slots to each of the domains. 'Behaviour' segmentation includes partners having, for example, separate calendars or e-mail accounts, while 'communicative' segmentation refers to negotiation of communication boundaries (e.g., when visiting tourist attractions, a DN solo traveller might prefer to be reachable only to emergency calls).

Methods

We employed a mixed methods approach (Bergin, 2018), including both ethnographic methods and computational content analysis. First, to understand the idiosyncrasies of the DN lifestyle to help with the design of the interview guide and engage with people's experiences during the interviews, one researcher conducted participant observation for two months (March and April 2024). As in prior research (e.g., Green, 2020; Matos & Ardévol, 2021), one researcher conducted offline and online participant observation to immerse herself in the DN lifestyle. In March, she lived with DNs in a co-living space in the island of Tenerife (Spain) and attended DN activities organized by the co-living or via WhatsApp groups. In April, she moved to Barcelona to continue the fieldwork, regularly attending DN events organized via MeetUp. Daily field notes documented observations of the DN lifestyle. Online, the researcher observed the *r/digitalnomad* subreddit to identify key discussion topics, particularly around romantic relationships. Screenshots captured these threads, as they are often later deleted by moderators. Second, the same researcher conducted 20 interviews with DNs to explore their approach to romantic relationships and their dating experiences. Third, unstructured field data was

extracted in the form of the 200 most recent publicly available posts in the *r/digitalnomad* subreddit to identify the main topics discussed around dating and romantic relationships among DNs. Before the fieldwork started, the project obtained ethical approval (with the approval number: SREC-HBS-20240221-ROPE6268) by the University Research Ethics Committee from the University of Reading.

After a pilot interview in March, 20 in-depth semi-structured interviews were conducted online via MS Teams or Google Meet from April to July 2024. Before each interview, the researcher explained the study's objectives and ethical implications by using an informed consent form sent via email. Participants signed the informed consent form before the interviews took place. Interviews lasted around 45 minutes, which were videorecorded and transcribed using Otter. Nineteen were in English, and one, conducted in Spanish, was translated into English by a bilingual researcher. Purposive sampling (Etikan et al., 2016) was used to recruit individuals identifying as DNs for the interviews. Participants were approached during co-living stays, DN meetups, and via a call for participants in DN Facebook groups. The sample (see Table 1) balanced gender (10 men, 10 women), relationship status (11 single, 9 in a relationship), and lifestyle (8 full nomads, 12 with a home base). It included 12 nationalities: Poland, the UK, Germany, Colombia, the US, Spain, Canada, Chile, Slovakia, Italy, the Philippines, and Ireland. Participants were aged late 20s to mid-40s, averaging 34 years, aligning with the DN population's average age of 35 (Nomad.com, 2024).

Interview data was analysed using Braun and Clarke's (2006) 6-step thematic analysis: (1) Familiarization with the data, (2) Generating initial codes, (3) Searching for themes, (4) Reviewing themes, (5) Defining themes, and (6) Writing-up. Thematic analysis was supported by Nvivo. The coding methodology was based on an inductive approach, i.e., data-driven, to capture key insights from the interview data. Codes were grouped into themes which were later refined by two researchers who moderated the coding

Table 1. List of participants.

Pseudonym	Gender	Age	Country of origin	Relationship status	Partner also a DN	Time being a DN	Type of DN
Will	M	29	Germany	Single	N/A	3 years	Full nomad
Noah	M	34	Poland	Married	No	1 year	Homebase in Poland
Ben	M	35	Poland	Single	N/A	10 years	Full nomad
Aitana	F	27	Spain	In a relationship	No	3.5 years	Homebase in Spain
Rosalia	F	45	Germany	Single	N/A	9 years	Full nomad
Martin	M	35	Poland	In a relationship	Yes	6 months	Homebase in Poland
Henry	M	36	UK/Spain	Single	N/A	6 years	Homebase in Spain
Sara	F	36	Slovakia	Single	N/A	3 years	Homebase in Spain
Claudia	F	39	Canada	Single	N/A	9 months	Full nomad
Felix	M	42	Chile	Single	N/A	13 years	Homebase in Spain
Donald	M	33	US	In a relationship	No	3 months	Homebase in Spain
Silvia	F	46	US	In a relationship	No	3.5 years	Homebase in Spain
Liam	M	27	Ireland	Single	N/A	4 years	Full nomad
Paloma	F	29	Colombia	In a relationship	No	5 months	Homebase in Colombia
Daniela	F	32	UK	In a relationship	No	4 years	Homebase in Spain
Nathan	M	31	The Philippines	Single	N/A	8 years	Homebase in The Philippines
Lisa	F	33	Poland	Single	N/A	5 years	Full nomad
Catherine	F	33	UK	Single	N/A	2 years	Homebase in the UK
Samuel	M	37	Italy	In a relationship	Yes	6.5 years	Full nomad
Natalia	F	30	Colombia	In a relationship	Yes	4.5 years	Full nomad

for internal validity (Campbell et al., 2013). Four main themes emerged: family/relationship goals; conflict origins in DN romantic relationships; conflict resolution in DN romantic relationships; and dating strategies. Participant identities were protected with pseudonyms to ensure anonymity (Wiles et al., 2008).

To investigate different aspects of digital nomadism some scholars have analysed vlogs (Chen & Pun, 2024; Ehn et al., 2022). We chose the *r/digitalnomad* subreddit to explore topics DNs discuss about dating and managing romantic relationships. According to Nomad.com (2024), the DN community is multinational, with a strong representation from Western countries, especially the U.S. (45%). Reddit, with its global reach and significant U.S. user base (42.95%) (Reddit, 2024), was a logical choice. At the time of study, *r/digitalnomad* had over 2.2 million members, ranking in the top 1% of subreddits by size. We collected the 200 most recent posts, including all comments and replies, using the query: 'relationship OR marriage OR couple OR dating OR long-distance OR sex OR hookup', keywords identified during the preliminary ethnographic phase. Data from *r/digitalnomad* was gathered via Communalytic (Gruzd & Mai, 2024) through Reddit's API from October to November 2024, with 25,960 records, including 200 submissions, 7,711 comments, and 18,049 replies from May 2018 to September 2024. Preprocessing in R removed URLs, numbers, symbols, abbreviations, and elongations. Text was tokenized, with stop words removed and lemmatization applied. Ethical considerations adhered to *r/digitalnomad*'s community guidelines, which do not explicitly prohibit research use of public content. Identifiable information was anonymized, quoted posts paraphrased, and overly personal or distressing content omitted.

Multiple analytical techniques were applied to the cleaned *r/digitalnomad* dataset. Term frequency analysis provided a foundation for topic modelling (Vayansky & Kumar, 2020). Using VoyageAI's multilingual embeddings, Communalytic transformed text data into embeddings, visualized in three dimensions via Uniform Manifold Approximation and Projection (UMAP). This clustering revealed thematic groupings. Additionally, manual topic modelling was conducted in R using the stm package (v1.3.6; Roberts et al., 2019). Following the transformation of texts into embeddings, clustering was performed based on semantic similarity, and the results were visualized through an interactive 3D Semantic Similarity Map (see Figure 1). The top four clusters are directly related to our research focus: (1) dating challenges (37.8%), (2) travel planning as couples (13.4%), (3) guidance seeking as couples (12.6%), and (4) dating reflections (12.6%).

Cluster 1 *dating challenges* centres on the challenges DNs encounter in forming stable, meaningful relationships while pursuing a lifestyle grounded in freedom and flexibility. Cluster 2 *travel planning as couples* focusses on couples balancing their professional aspirations with travel planning, often seeking destinations that align with both their personal and career goals. The discussions revolve around identifying destinations that suit both partners' needs and lifestyles. Cluster 3 *guidance seeking as couples* describes the complexities faced by couples navigating the DN lifestyle together, often highlighting the unique challenges that arise compared to singles. Discussions frequently centre on financial dynamics, safety concerns, and adapting to unexpected difficulties. Finally, cluster 4 *dating reflections* captures nuanced reflections on dating experiences across different cultural contexts.
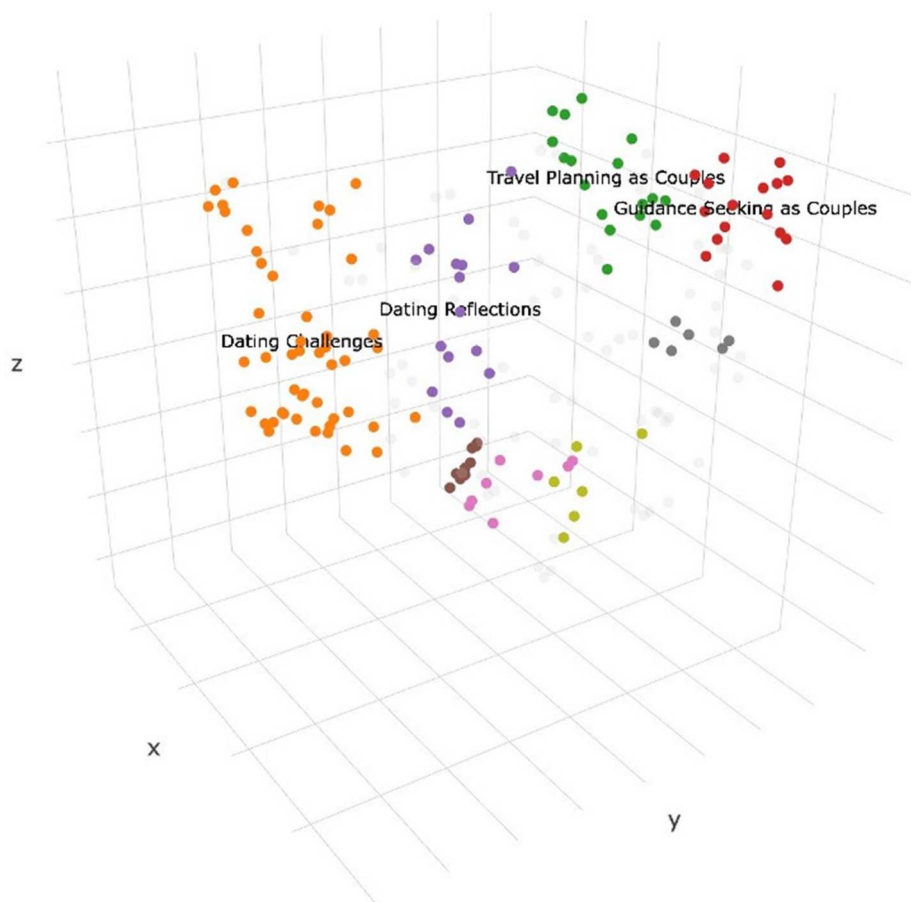
Figure 1. Semantic similarity map.

Results

Conflict origin within DNs romantic relationships

The overall *conflict origin* theme relates to cluster 1 *dating challenges* from the *r/digital-nomad* subreddit, as it contains questions and doubts about the DN lifestyle regarding romantic relationships. The *dating challenges* cluster included conversations around the DN lifestyle leading to loneliness, which has been recently discussed by Miguel et al. (2025b). Both interviewees and redditors frequently discuss the inherent tension between their desire for independence and the difficulty of cultivating deeper bonds. The inter-role conflict DNs face seems predominantly attitude-based, location-based, time-based, and money-based, which is interpretable using the theories of personal resources' scarcity (Grawitch et al., 2010; Greenhaus & Powell, 2003), conservation of resources (Hobfoll, 1989), and personal resource allocation (Grawitch et al., 2010).

First, there was an attitude-based conflict due to DNs' self-centredness. As Catherine (33, single, homebase in the UK) reported: ' … I think you (a DN) are very much set in this mindset of "this is my life, this is how I run it, this is what I do" … and it can

definitely cause a strain … (on a relationship) (…) You don't want to get attached because it's temporary.' This aligns with the trend of minimal attachments among DNs, discussed by Wang and colleagues (2018).

Second, there was a location-based conflict related to mobility/travel plans and nurtured by the DN transient living: 'I think it's actually difficult to have a long-term relationship while you're being a DN while travelling and changing locations all the time' (Ben, 35, single, full nomad). This reflects Musgrave's (2023) relational work study which shows the difficulty of aligning romantic relationships with a highly mobile job and lifestyle, especially if expectations vary. In terms of travelling vs. settling down, there were a few participants who reported breaking up with their partners because they did not want to engage in the DN lifestyle. Regarding *family goals*, most of the participants were thinking about settling down if children arrive: 'It's not like we are strongly trying to but if there would be pregnancy … that would be definitely a good moment to settle in' (Martin, 35, in a relationship, homebase in Poland). The others highlighted that having a family would not be compatible with their travel plans. As Daniela put it:

> I think if I were to have a child, it would completely change my life for the worse. (…) And I think that it would just make me resent kind of having that family because I would feel like I would have to give up my lifestyle, give up travelling. (Daniela, 32, in a relationship, homebase in Spain)

Third, there was a time-based conflict related to differences in daily planning among DN couples unsatisfied with their resource allocation (time and energy) (Grawitch et al., 2010):

> … My working hours were around 1 to 5 am and he (my boyfriend) would make a reservation for a bus that same day at 7 am. This was very difficult for me mentally and led to a break in the relationship because I was feeling that he was thinking more about the demands of digital nomadism (than me) … like 'Oh, we are here, we have to make use of the time and go out, and see the place … . (Natalia, 30, in a relationship, full nomad)

This connects with the discussion in the subreddit within cluster 3 *seeking guidance as couples* where redditors also reflected on how differing work structures can strain relationships, forcing couples to navigate conflicting expectations regarding time and lifestyle choices:

> It was always my goal to have freedom of work as it opens up location of where to live, freedom to create your own schedule and to go away for longer periods of time and travel etc. However, my partner works a traditional 9-5 and I'm feeling guilty that I feel a bit resentful of having to stick within those boundaries and structure of a 9-5. (33, female, in a relationship)

These posts emphasize the necessity of careful planning and compromise for couples who aspire to maintain both their personal growth and relationship goals. Likewise, single DNs also reported it was hard to fulfil both the DN lifestyle and romantic relationships demands, therefore, having an impact on their relationship status. For example:

> … if you see that the romantic relationships are coming in your way that means that okay that you may not be able to fulfil the digital normal side of things in full, you know. You may be hindered, you may not be able to have excursions or interacting with people if you are stuck with a romantic relationship, you know, in full, you may be able to give some time, but you need to distribute time very, very wisely. (Henry, 36, single, homebase in Spain)

Fourth, a money-based conflict occurs among couples and single DNs. As an illustration, in case of a DN couple that lacks privacy:

> … if you have a bigger (travel) budget and you have like, two rooms, two different Airbnbs, or a big house … maybe that way you can have better independence (from your partner). In our case, we want to reduce costs (of living) … maybe we share a lot of space together, (spend) a lot of time in the same space. So sometimes it's, yeah … it's a bit tiring. (Samuel, 37, in a relationship, full nomad)

Among singles, this type of conflict was reported triggered by the outsiders' expectations:

> I met girls before who wanted me to take them with me for travelling all over the place … but it was, you know, some new relationships … and they usually had no means to support themselves. I was not ready to do that yet … I also saw it as a big risk. (Ben, 35, single, full nomad)

Conflict resolution within DNs' romantic relationships

Aiming to navigate the conflict, our interviewees used the resource conservation (e.g., saving time/energy for the most preferable activities), segmentation mechanism (e.g., couples having separate finances), and compensation mechanism (e.g., substituting the pros of romantic relationships with adventurous travel).

Relying (presumably) on the resource conservation mechanism (Edwards & Rothbard, 2000), many participants reported resolving the conflict by breaking up with their partners. In line with the personal resource allocation framework (Grawitch et al., 2010), they steered their energy/attention and time towards meeting the 'preferred' i.e., higher-ranked life demands – at the expense of meeting the 'required' i.e., lower-ranked life demands. Put simply, they prioritized boosting the DN lifestyle over revitalizing their romantic relationship. Conversely, other DNs prioritized the relationship over the DN lifestyle, in line with Wang's (2024) relational work study. Here Paloma relates to Zelizer's (2005) process of creating 'connected lives' by erecting boundaries (in terms of prioritizing her romantic relationship and scheduling online dates with her partner) and sustaining the relationship through joint activities (i.e., watching movies online together):

> There has to be a priority of having time together. (…) So I think establishing time for the other there like work has to be, and after that you can manage many other things. (…) And we have a dynamic that we have a date every Friday or once a week. (…) So, we have been very creative with dates and everything, we watch things or play virtual escape rooms or visit museums online. All of that. (Paloma, 29, in a relationship, homebase in Colombia)

Paloma's erection of boundaries also illustrates employment of 'temporal segmentation' (Sirgy & Lee, 2023). Meeting work and nonwork demands in separate time slots was beneficial for the conflict resolution by both enabling 'couple time' (Paloma) and decreasing the negative spillover between the domains.

The segmentation mechanism (Edwards & Rothbard, 2000) was represented through two more 'segmentation interventions': 'physical' and 'behaviour segmentation' (Sirgy & Lee, 2023). Physical segmentation translates into 'approved temporary separation' – as successful long-distance relationships of a few DNs were approved by their non-DN partners, for instance:

> I need to highlight that my wife is very open in, how to say it, so, she is accepting the way I live, and the way I want to live. And she is not limiting it, even though sometimes she may suffer a bit from it. (Noah, 34, married, homebase in Poland)

Noah explained how he only travelled for a few weeks alone during the year as this was the agreement he had arrived with his partner, who could work remotely but did not like the DN lifestyle.

In terms of sorting out money-based issues, the couples did discuss how to organize their finances, and most decided to keep them separate – indicating the presence of a 'behaviour segmentation' tactic i.e., introduction of boundaries that separate 'mine' from 'yours' and 'ours'. Samuel explained how he negotiated budgeting with his partner, which is related to Zelizer's (2005) definition of 'relational work' as a constant negotiation to establish and shape the boundaries and meanings of financial exchanges within intimate relationships:

> It's very important for our relationship to have fixed rules for budget (…) the main rule is, like to divide our rental, how much we pay in hotel or in Airbnb, we divide 50:50, that's the rule, 50:50, each one pays for their own travels. So, each one pays for their own flights, for busses, etc. (Samuel, 37, in a relationship, full nomad)

As Zelizer (2005) pointed out, people in intimate relationships may purposefully separate finances to manage the tensions between economic and romantic commitments. This separation is not necessarily a denial of intimacy but a practical strategy to preserve both financial autonomy and relational harmony. In this case, Samuel and his partner set these boundaries to help them manage both financial and emotional aspects of their lives, shaping expectations that allow for both intimacy and the handling of practical economic concerns.

The compensation mechanism (Edwards & Rothbard, 2000), although less frequently employed was reported by a few DNs who engaged in activities and other types of relationships to substitutive romantic relationships: 'It is a matter of replacement … yes, romantic relationship (get replaced) with work, travel, self-growth, and building really, really solid friendships and family ties.' (Lisa, 33, single, full nomad), which is in line with Wiese et al.'s (2010) cross-domain compensation (i.e., simply shifting focus from less to more satisfying life domains).

Travel/mobility planning was an important conflict-resolution strategy for couples. A few participants became DNs to follow their partners because they lived in other countries (Donald, Paloma), or they were already DNs (Natalia, Martin). For example, Donald obtained the DN visa to live in Spain because his Spanish partner had a permanent job in Barcelona. Reducing the amount of travelling to spend more time with their non-nomad partners was also reported by other DNs to manage long-term relationship. Daniela, despite having a partner that supports her lifestyle, was planning on changing her travel patterns to invest in the relationship: 'I never thought that I would decrease the amount of travelling. But then I guess as your relationship becomes more "serious", then, you have to kind of think about that and think about that compromise' (Daniela, 32, in a relationship, homebase in Spain). The need for mutual adaptability was a common thread from interview data and the *r/digitalnomad* subreddit, as DNs in a relationship navigate not only their professional aspirations but also their shared desire for a lifestyle that aligns with their values. Moreover, participants were engaging in

relationship category labelling (e.g., long-term relationship/serious vs short-term/casual relationships; Zelizer, 2005).

Dating strategies

Many participants believed that finding a partner who was a fellow DN would be helpful to sort out some of the conflicts that may arise because of the DN lifestyle. Although it was observed during the fieldwork that some DN couples had met in co-livings, to find like-minded partners participants used mainly two strategies, namely, living in DNs hubs and attending DN meetings: 'I came to Gran Canaria because I heard it like, there's a lot of digital nomads here. So, I would like to meet someone that's living a similar lifestyle as me. So, you know, we'd be, like, compatible in that sense' (Liam, 27, single, full nomad). Some participants reported attending DNs meetings regularly usually organized via MeetUp or DNs Facebook groups. In addition, as identified in former studies (Matos & Ardévol, 2021; Miguel et al., 2023), most DNs used dating apps to find potential partners. For instance:

> We actually met through a dating app. He was in Colombia at the time travelling as a nomad and I was on vacation in that city visiting a friend. And we met through that app, I left that day to my city, and we kept in contact through WhatsApp for a long time. (Natalia, 30, in a relationship, full nomad)

Thus, Natalia highlights the relational work (Zelizer, 2005) needed to keep in contact with potential DNs partners in order to build a relationship.

As observed by Comunello et al. (2021) in dating apps, users build their personal profile thorough process of impression management to project an optimized version of oneself. Thus, some participants included in the dating profiles that they were DNs. This theme is in line with cluster 4 *dating reflections* from the subreddit where users discussed their dating experiences in different countries as DNs. For example, a Mexican redditor explained that he struggled with Peruvian social and dating sphere: 'People were rude to me because of my Spanish. Also, my sex and social life was … very bad. I did not understand Cuzco or the North's appeal, and I often felt out of place socially' (male, single). Users frequently pointed out how regional norms, values, and social expectations shape their interactions with locals. When using dating apps while travelling, one participant reflects on how important is to consider the dating culture of the country and that DNs may struggle to understand the dating dynamics in different locations: 'When you are a digital nomad and you're traveling, you still have to figure out what's the dating culture like' (Nathan, 31, single, homebase in The Philippines). Both redditors and interviewees highlighted the need to learn about local dating practices and adapt to them. This adaptability not only enriches the dating experience but also offers deeper insights into the diverse perspectives that different cultures bring to relationships.

Discussion and conclusions

This study explored the experiences of DNs in navigating their romantic relationships. We found that DNs perceive that their lifestyle heavily influences the way they relate romantically, often leading to short-term connections, as this reflects the transient nature

of their way of living. For many participants, the DN lifestyle was more important than the formation of relationships, and DNs would prioritize the former. However, we also observed that in cases where the romantic relationship became a priority, this would lead to changes in behaviour, particularly around the frequency and length of stay in each place.

In terms of strategies to be able to establish romantic relationships, we found that DNs attended DN events and group activities organized via social media groups to connect with fellow DNs, as many believed that finding a partner who was also a DN would be ideal to keep their lifestyle and not to have to reduce their mobility patterns. DNs also engaged with locals through meetups and dating apps. However, this posed some challenges, as it was recognized by many participants that cultural norms varied on how dating activities were performed, as well as the expectation of the other party. In relation to strategies to maintain romantic relationships, technology also played an important role by enabling connectedness between partners that might be in different locations. Higher levels of communication were also key to maintaining romantic relationships and negotiating boundaries.

Our findings come with practical recommendations for digital nomads on how to balance their romantic relationships with their hyper-mobile lifestyle. DNs should openly negotiate relationship priorities, setting clear boundaries around time, money, and mobility. Using segmentation strategies, such as dedicated couple time and separate budgeting, can help manage relationship stress. Engaging in communities, both online and offline, where potential partners share similar lifestyle values could ease dating challenges. Furthermore, developing cultural flexibility and awareness regarding local dating norms is beneficial when interacting with non-nomad partners. For example, learning about and adapting to local expectations around dating apps or social interactions, as highlighted by participant experiences in Peru and the Philippines, can significantly enhance relational satisfaction and reduce misunderstandings.

From a theoretical perspective this research contributes to relational work theory. First, our findings expand our understanding of relational work in the context of digital nomadism, with limited research so far studying the role of technology in relational work (Alacovska et al., 2024). Our findings support the proposition posited by Zelizer (2005) that constant negotiations of boundaries around different aspects of a relationship such as time spent together, both online and offline; financial decisions, and even the agreement around travel plans are necessary to maintain fulfilling romantic relations.

Furthermore, our findings also provide insights on the relevance of the theory of personal resources scarcity (Greenhaus & Powell, 2003) to understanding decision-making of DNs. In particular, the interviews show how the scarcity of time and financial resources among many DNs, combined with attitudes that prioritize maintaining this way of life, lead to conflicts and trade-offs in romantic relationships. There was also a conflict between forming a family and the nomadic lifestyle, with many participants realizing that when that stage in their lives would become a priority, they would probably need to stop nomading, or reduce the pace of moving from one place to another. Our findings support that DNs experience conflict originator factors that hinder their capabilities to form and maintain romantic relationships. As presented in Table 2, these factors can be attitude-based (e.g., prioritizing the lifestyle over relationships), location-based (e.g., travel plans that conflict with the formation of stable romantic relations),

time-based (e.g., related to choices DNs made on how they allocate their time), and money-based (e.g., by not having sufficient financial resources to maintain a transient lifestyle).

To overcome some of these conflicts, DNs used different conflict resolution mechanisms (see Table 2). Some of these mechanisms include resource conservation approaches (Edwards & Rothbard, 2000), which involve withdrawing or reducing the degree of time and financial investment in relationships if they become too demanding or if conflicts arise from their lifestyle and the relationship. Other approaches involve adopting segmentation mechanisms (Edwards & Rothbard, 2000; Sirgy & Lee, 2023) by compartmentalizing key elements of their personal life such as finances or time. Our findings also expand our knowledge of how personal resources scarcity (Greenhaus & Powell, 2003) can be compensated by individuals who live in an environment where work and personal life are not only blurred but also is continuously changing geographical location. Compensation (Edwards & Rothbard, 2000; Sirgy & Lee, 2018) comes from seeking increased satisfaction in other life domains when the romantic relationship domain does not fulfil their anticipated needs. These other domains are often related to some of the perceived benefits of the chosen lifestyle, such as engaging in more travelling, or by focussing on other areas of their life that are fulfilling such as work or enhancing friendship relationships.

Like every research, our study has some limitations. For instance, even though we identified conflict originators and resolution mechanisms, we did not measure whether certain factors had a greater impact in enabling or hindering the formation of romantic relationships. Future research could examine how trade-offs and boundaries evolve as relationships become more stable, as well as the long-term effectiveness of each conflict resolution strategy identified in this research (i.e., resource conservation, compensation, and segmentation) in promoting relationship satisfaction and overall wellbeing for DNs. Moreover, future research could examine more in-depth other types of relationships beyond the dichotomy of being single and in a relation, for instance, shorter-term, polyamorous, or non-hierarchical engagements in this type of work setting could provide additional valuable insights. Furthermore, another focus could also explore the processes and strategies used to design dating profiles, and how DNs negotiate different relationship arrangements (e.g., monogamous, non-monogamous) in relation to local customs.

Table 2. Conflicts and resolutions in DN romantic relationships.

Conflict type	Key issues	Resolution mechanisms	Dating strategies
Attitude-based conflict	Self-centredness, preference for independence and minimal attachments	Breaking up, temporary physical separation 'approved' by the partner	Finding like-minded DNs through attending DN events and using dating apps
Location-based conflict	Mobility/travel plans, differing long-term life goals including family planning	Compromise on travel plans including reduced mobility and following partner's location	Living in DN hubs, selecting partners with aligned mobility goals
Time-based conflict	Differences in daily planning, misalignment of working and personal/couple hours due to time zones, lifestyle mismatches	Scheduling couple time, focussing on relationship needs	Clear communication about availability, scheduling (virtual) dates
Money-based conflict	Limited financial resources, budget mismatches, financial dependence concerns	Separate finances, fixed budget rules	Transparent budgeting, dating DNs with similar economic/life-quality expectations

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